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Subregional Headquarters for the Caribbean

National training workshop on capacity building for gender mainstreaming
and the production and collection of reliable disaggregated data
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**EVALUATION REPORT OF THE
NATIONAL TRAINING WORKSHOP ON CAPACITY BUILDING FOR
GENDER MAINSTREAMING AND THE PRODUCTION AND
COLLECTION OF RELIABLE DISAGGREGATED DATA**

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A. INTRODUCTION

1. The strengthening of institutional mechanisms for the advancement of women is one of the 12 critical areas in the Beijing Platform for Action, (BPfA). In adopting the BPfA, Governments agreed to a common development agenda with gender equality and women's empowerment as underlying principles. The development of national gender policies was identified as a concrete action to strengthen the role of institutional mechanisms in implementing the BPfA.

2. The Beijing Platform for Action outlines the role of national machineries in promoting the status of women and gender equality, namely the mandate to support mainstreaming gender in all government policies and programmes. Strategic objective H.3, of the BPfA promotes actions by a variety of key stakeholders to generate and disseminate gender-disaggregated data and information for planning and evaluation. National Statistical Offices together with relevant governmental and United Nations agencies, in their respective areas of responsibility are called upon to ensure that statistics are collected, compiled, analysed and presented by sex and age and reflect problems, issues and questions related to women and men in society; collect, compile, analyse and present on a regular basis data disaggregated by age, sex, socio-economic and other relevant indicators, for utilization in policy and programme planning and implementation.

3. National gender policies are also being given an increasingly important role in the quest for gender parity in politics and decision making processes in the Caribbean, as they seek to establish national positions that arise from international agreements. They serve as a guide for the development of policies across sectors and projects and programmes based on gender equity. The gender policies identify critical areas for attention and assign responsibilities for implementation. They are being developed through a process of consultation with the national community.

4. Caribbean countries, despite a number of initiatives, continue to face difficulties in addressing additional demands of monitoring and measuring progress created by these international commitments, including the Millennium Development Goals and other global commitments. Therefore, it is imperative to carry out activities to ensure the further building/strengthening of institutional capabilities for generating reliable social, economic and environmental statistics among the various Caribbean States.

5. In this context, ECLAC has been providing technical assistance to Caribbean Governments in order to mainstream gender in all national policies and programmes, including the development and implementation of gender policies. In addition, there are a number of regional agreements, including the Port of Spain Consensus¹, which urged Caribbean Governments to apply data on gender as a critical component of policy formulation. It also recommended actions such as capacity building training with key institutions, to ensure a comprehensive understanding of gender mainstreaming as a critical element in the achievement of gender equality, equity and social justice.

6. The ECLAC Subregional headquarters for the Caribbean therefore convened a national training workshop on gender mainstreaming and the production and collection of reliable disaggregated data, to build the capacity of government officials and other relevant stakeholders in Jamaica. The overall goal of the workshop was to build capacity in the production of reliable disaggregated data, to facilitate the implementation of a gender mainstreaming project, namely, "*The Way out: Jamaican Women's Economic and Political Empowerment*". This project is designed to assist with the implementation of the National Policy for Gender Equality, which was approved by Cabinet in 2011.

¹ The Port-of-Spain Consensus was adopted at the Third Economic Commission for Latin America and the Caribbean/Caribbean Development and Cooperation Committee (ECLAC/CDCC) Ministerial Conference on Women: Review and Appraisal of the FWCW Platform for Action Port-of-Spain, Trinidad and Tobago, 5-7 October 1999

7. The overall objective of the workshop was to strengthen national level capacity through the training of government officials, including planners, statisticians, policy analysts and research staff from the Bureau of Women's Affairs and other relevant ministries, departments and agencies in the collection of sex disaggregated data methods and analysis. The workshop sought to identify the national data needs for gender mainstreaming and gender analysis, and to explore how to use statistical data in the preparation of national reports and development policies.

8. Participants were introduced to different methods of computation and interpretation of selected MDG indicators related to the achievement of universal primary education (Goal 2); the promotion of gender equality and empowerment of women (Goal 3); the reduction of child mortality (Goal 4); and the improvement of maternal health (Goal 5); gender mainstreaming tools including gender analysis; the development of gender sensitive indicators; and the use of data for planning and reporting purposes. There was also a strong focus on the importance of sex disaggregated data.

B. ATTENDANCE

1. Place and date

9. The national training workshop on capacity building for gender mainstreaming and the production and collection of reliable disaggregated data was held on 20-22 March 2012, in Kingston, Jamaica. The workshop was officially opened by Sheila Stuart, Coordinator of the Social Development Unit, ECLAC Subregional headquarters for the Caribbean, Everton McFarlane, Deputy Director General of the Planning Institute of Jamaica, and Faith Webster, Director of Bureau of Women's Affairs, Jamaica.

2. Attendance

10. Representatives of various governmental institutions and agencies that produced, processed, compiled, published and/or used national statistics and social indicators, such as the national statistical office, sectoral ministries (trade; finance; foreign affairs; national security; agriculture; transport; education and health) and the Bureau of Women's Affairs attended the training workshop. There were also representatives from children's agencies, religious agencies and academic institutions.

11. Even though over 100 participants attended the workshop, it should be noted that some only represented their organizations at certain sessions. As a result, not all participants were present for the entire course of the workshop. Of the participants who took part in the entire workshop, 53 responded to the evaluation questionnaire; 74% were female and 26% were male. The full list of participants is annexed to the report.

C. SUMMARY OF EVALUATION

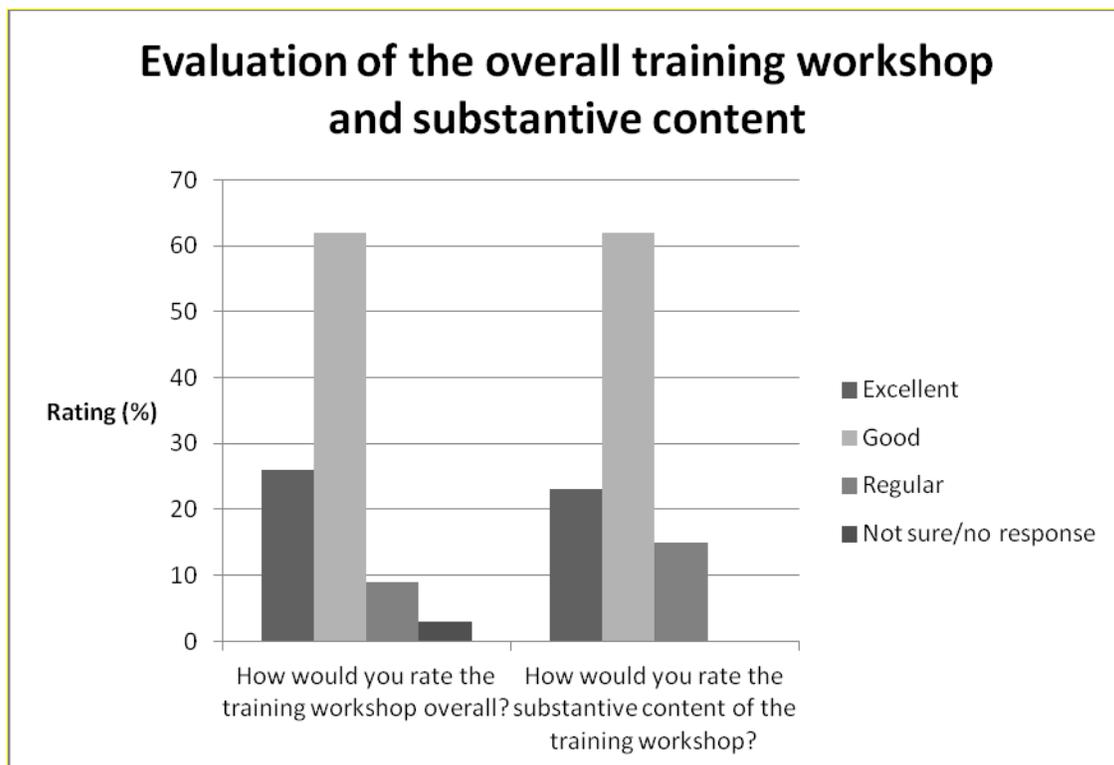
12. The evaluation summary provides an account of participants' views of various aspects of the workshop.

1. Substantive content and usefulness of the workshop

13. Participants were asked to rate specific elements of the workshop in relation to substantive content, initial expectations being met, usefulness of analyses and recommendations, strengthening capacity and experience sharing, among others.

14. Using a scale ranging from excellent, good, regular, poor, very poor to not sure/no response, participants were asked to give an overall rating of the training workshop as well as the substantive content of the workshop. Based on the responses, most of the participants (62%) said that the training workshop was good; 26% rated it as excellent. Additionally, 62% of the participants said that the substantive content of the training workshop was good, and 23% said that it was excellent (see figure 1). When asked if the training workshop met their initial expectations, 66% said yes. Thirteen per cent (13%) indicated that the workshop did not meet their initial expectations.

Figure 1



15. Participants were then asked how the training workshop could have been improved in terms of subjects addressed (for example, issues they would have liked to address or analyze in greater depth or topics which were not so important). The main suggestion for improvement was that the workshop should have

been longer so as to allow for more discussions and some hands-on practical sessions. Other responses were as follows:

- Less time should have been spent on explaining things, and more on discussions and analysis
- There should have been practical exercises on how to analyse data
- Given the availability of time for the workshop and varied levels of knowledge of participants; the only improvement would have been more time for questions and discussions as the topics were very detailed and required substantial time to present

Some of the participants suggested the inclusion of additional topics:

- Group work on topical issues regarding gender mainstreaming, such as, women in agricultural production
- A presentation on some of the available software that can be used to collect data
- The impact of Caribbean culture on gender based issues
- Participants should have been provided with the actual steps for conducting gender analysis and computing/interpreting the data
- There should have been greater focus on harmonising the data that is collected

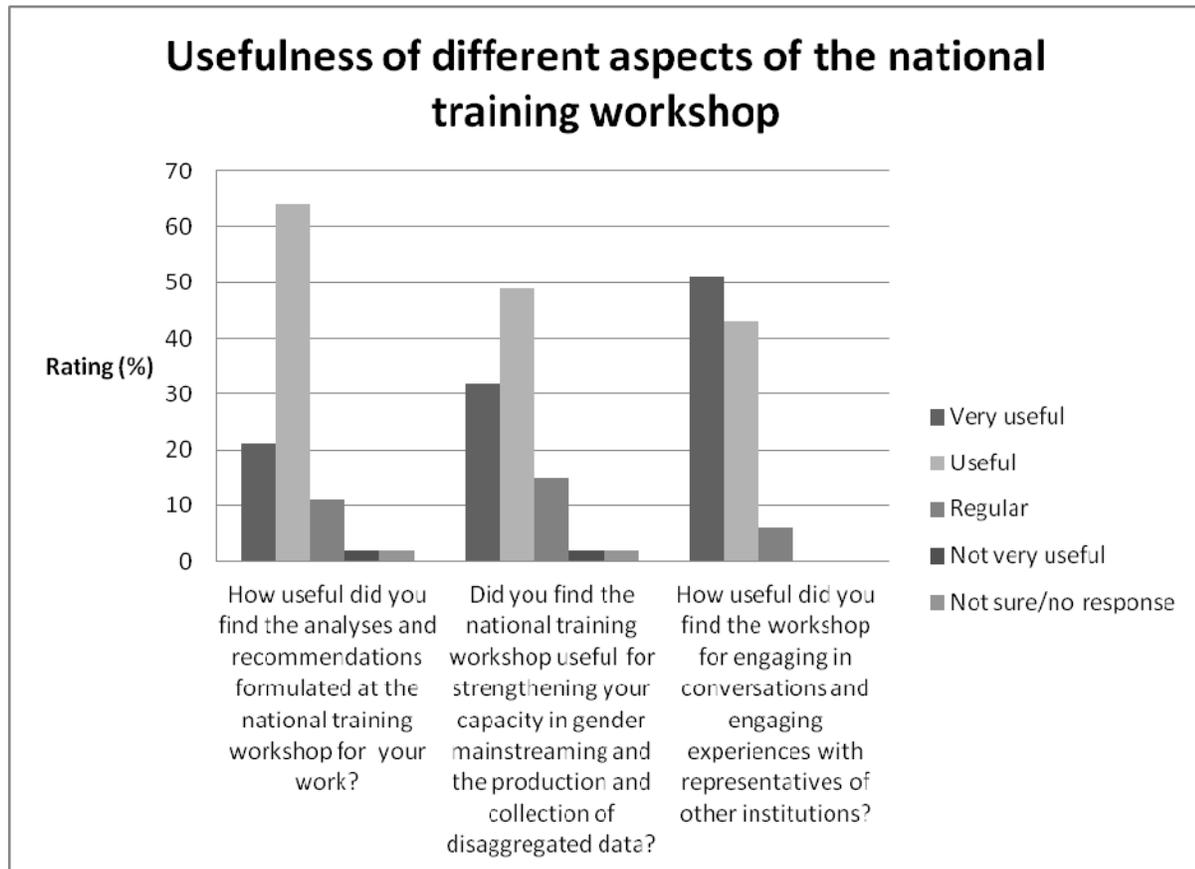
Other comments were:

- The training could have been more technical with demonstration of the different systems used by the various agencies rather than website information
- The presentations on statistical ratios and rates were too elementary for some of the statisticians/participants

16. Using a scale ranging from very useful, useful, regular, not very useful, not useful at all to not sure/no response, participants were asked to rate the usefulness of the analyses and recommendations formulated at the training workshop, as well as the usefulness for strengthening capacity and exchanging experiences. 64% of the participants felt that the analyses and recommendations formulated at the training workshop were useful for their own work, while 21% said that it was very useful.

17. As regards the strengthening of capacity in gender mainstreaming and the production and collection of disaggregated data, 49% said that the training workshop was useful, while 32% said that it was very useful. Furthermore, 51% of the participants felt that the workshop was very useful for engaging in conversations and exchanging experiences with representatives of institutions, while 43% said that it was useful (see figure 2).

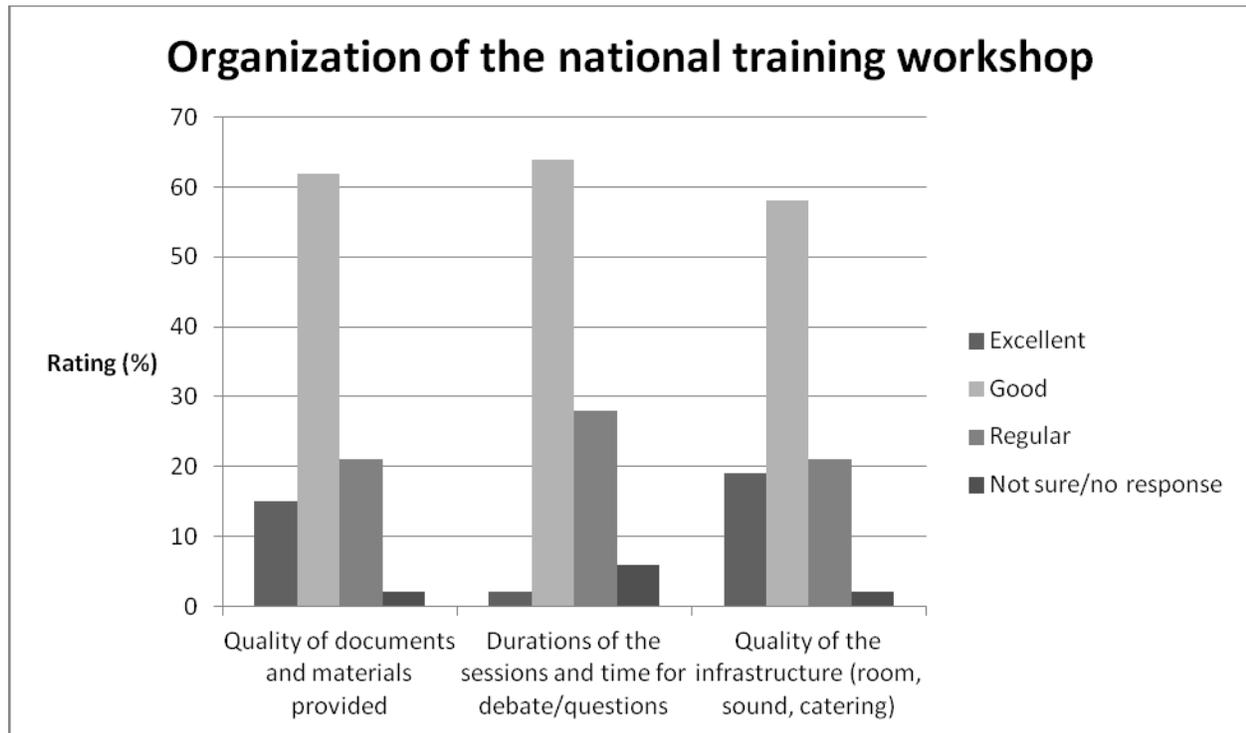
Figure 2



2. Organization of the national training workshop

18. Participants were asked to rate the organization of the workshop using a scale ranging from excellent, good, regular, poor, very poor to not sure/no response. When asked about the quality of the documents and materials provided for the workshop, 62% of the participants said that it was good while 21% felt that it was regular. The majority of the participants (64%) felt that the duration of the sessions and times for the debates were good, while 28% felt that it was regular. 58% of the respondents said that the quality of the infrastructure in terms of the rooms, sound and catering was good while 21% said that it was regular (see figure 3).

Figure 3



19. Based on those ratings, participants were then asked to indicate what worked well and what could have been improved. According to the participants, the following worked well:

- The presentations were very comprehensive, informative and very well received
- The topics presented were interesting, thought provoking and very relevant to all the participants
- The sessions allowed participants with little knowledge of gender related issues to receive a better understanding of these issues. It also informed participants of the new and emerging statistical data analysis programmes and data sources
- The presenters were very knowledgeable
- The presenters were efficient and interacted a lot with the participants
- The presenters facilitated the workshop well
- The wide cross-section of participants allowed for good sessions on knowledge and experience sharing
- There was a lot of exposure to activities in other organizations that dealt with data on gender
- The workshop allowed for partnerships to be established
- The workshop was well organized
- Helpful and friendly staff support
- The seating arrangements and sound quality were excellent

Some of the recommendations for improvement were as follows:

- The workshop should have started on time to allow for the better schedule of activities, especially so that the discussion sessions could have been fully utilised
- More time was needed for discussions (questions and comments)

- Time management needed to be improved
- There were too many presentations in the short time for the workshop
- Some of the presentations were too lengthy
- There should have been more practical exercises and case studies
- Some of the presentations could have been done using a more interactive approach so that the audience could have been better engaged in some instances
- There should have been better projection of power point presentations so that they could have been easier to read

20. Participants were asked whether they had additional comments or suggestions on the organizational aspects of the workshop. Many of the participants commended the organization of the workshop; while others suggested better time management to allow for more practical group work and discussions. Additionally, a number of participants suggested that the Statistical Institute of Jamaica (STATIN) should have been more involved as the workshop focused heavily on statistics.

21. Participants requested ECLAC to undertake the following additional technical cooperation activities in the field of gender, statistics and social development issues:

- Training in relevant statistical software such as CSPro and Epi Info
- A workshop/training on Disability
- A workshop/training on victimization in schools
- Information on gender and climate change in the Caribbean
- A workshop on the impact of culture on gender relations

22. Following this, 88% of the participants said that they would like to receive more information and publications by ECLAC in the field of gender, statistics and social development issues.

D. CONCLUSION

23. It can be concluded that the ratings and comments highlighted in the summary provide evidence that the national training workshop was impactful. The feedback indicated that the workshop met its objectives and provided a forum for sharing a wide cross section of experiences from a number of government ministries, departments and agencies that deal with gender statistics in Jamaica.

Annex I**LIST OF PARTICIPANTS**

Chadine Allen, Project Manager, Planning Institute of Jamaica. E-mail: chadine_allen@pioj.gov.jm

Nadine Allen, Constable, CISOCA. E-mail: nadineallen23@yahoo.com

Abba Annor, Administrator, LCI. E-mail: yashaservices@gmail.com

Nicola Barker-Murphy, Ministry of Foreign Affairs and Foreign Trade. E-mail: n.barkermurphy@gmail.com

Kristina Barret, Research Officer, Fair Trading Commission. E-mail: kbarret@jftc.com

Vinette Bradford, Counsellor, Ministry of Finance. E-mail: vinette.bradford@moj.gov.jm

Royce Britton, Statistician, Office of Children's Registry. E-mail: royce.britton@ocr.gov.jm

Andrew Brodber, JCDC. E-mail: andrewbrodber@yahoo.com

Kharel Bruce, Senior Immigration Officer, PICA. E-mail: kharel.bruce@pica.gov.jm

Nicole Bryan, National Library of Jamaica. E-mail: nicole.bryan@nlj.gov.jm

Monique Campbell, Statistics Manager, Ministry of National Security. E-mail: m_camp777@yahoo.com

Natalie Carby, Research Officer, Ministry of Health. E-mail: natalie.irwin@gmail.com

Ian Chambers, Ministry of Agriculture and Fisheries. E-mail: ischambers@moa.gov.jm

Kirk Chambers, Research Assistant, JamStats-PIOJ. E-mail: kchambers@pioj.gov.jm

Siddier Chambers, Project Officer, Bureau of Women's Affairs. E-mail: schambers@mysc.gov.jm

Aurich Champagne, Director-Economic Assessment, Auditor General Department. E-mail: aurichchampaigne@yahoo.com

Shermaine Clemetson, Director-Human Resource Management and Development, TAJ. E-mail: shermaine.clemetson@taj.gov.jm

Marjorie Codner, Researcher, Ministry of Transport, Housing and Works. E-mail: mecodner@yahoo.com

Stacy-Ann Creary, Assistant Superintendent, JCF Statistical Unit. E-mail: stacy.creary@jcf.gov.jm

Donovan Davis, STATIN. Email: ddavis@statinja.com

Jason Dennis, Policy Officer, Office of the Prime Minister. E-mail: jason.dennis@opm.gov.jm

Andralena Drummond, Office of the Children's Advocate. E-mail: andralena21@gmail.com

Leith Dunn, IGDS. E-mail: leithdunn@gmail.com

Shelly-Ann Edwards, Planning Institute of Jamaica. E-mail: sedwards@pioj.gov.jm

Antonette Emmanuel, Ministry of Agriculture and Fisheries. E-mail: anemmanuel@moa.gov.jm

Dykes Farquharson, Ministry of Education. E-mail: dykes.farquharson@moey.gov.jm

Sharlene Findlay, Ministry of Agriculture and Fisheries. E-mail: snfindlay@moa.gov.jm

Ranae Foga, Administrative Assistant, Ministry of Science, Technology, Energy and Mining. E-mail: rfoga@mem.gov.jm

Karen Forrester, Director-Audit, Auditor General Department. E-mail: karen.forrester@auditorgeneral.com

Kristin Fox, Data Bank Manager, University of the West Indies. E-mail: Helen.fox@uwimona.edu.jm

Donna Fraser, Researcher, Bureau of Women's Affairs. E-mail: donnafraser31@yahoo.com

Hubert Gakpo, Engineer, NWA. E-mail: hubertgakpo22@yahoo.com

Marcia Garrick, Detective Woman Inspector, CISOCA. E-mail: me_one71@hotmail.com

Annicia Gayle-Geddes, M&E Specialist, JSIF. E-mail: annicia.gaylegeddes@jsif.org

Janet Geoghagen-Martin, STATIN. E-mail: sesu@statinja.gov.jm

Schontel Gordon, Human Resource Administrator, Social Development Commission. E-mail: shontelgordon@hotmail.com

Kandee Grant, SRC. E-mail: kandee.grant@gmail.com

Selene Gray, Statistician, Child Development Agency. E-mail: grayc@cda.gov.jm

Kacia Hanson, Heart Trust. Email: kacia_hanson@heart-nta.org

Shannon Hendricks, Office of the Children's Advocate. E-mail: srhendricks@gmail.com

Mellodene Henry-Davy, Ministry of Education. E-mail: mellodene.davy@moey.gov.jm

Kadi-Ann Hinds, STATIN. E-mail: khinds@statinja.gov.jm

Sonia Hyman, Director-Planning and Development, Office of the Prime Minister. E-mail: sonia.hyman@opm.gov.jm

Kisha Gaye Jackson, IGDS. E-mail: k.jacko@hotmail.com

Pat Jackson, Registrar General Department. E-mail: patjackson01@yahoo.com

Cecil Johnson, Ministry of Justice. E-mail: cecil.johnson@moj.gov.jm

Cordiac Johnson, Bureau of Women's Affairs. E-mail: cordiac.johnson@gmail.com

Dezrene Johnson, Analyst, TAJ. E-mail: dezrene.johnson@taj.gov.jm

Kara Knight, Researcher, BWA. E-mail: knight@mysc.gov.jm

Felicia Lodge, Research Officer, Ministry of Housing. E-mail: felychrity@yahoo.com

Tracy-Ann Logan, Jamaica Tourist Board. E-mail: tlogan@visityjamaica.com

Elsa Marks-Willis, Ministry of Labour and Social Security. E-mail: emwillis@miss.gov.jm

Shakira Maxwell, IGDS. E-mail: shakira.maxwell@uwimona.edu.jm

Delita Mc Callum, Foreign Service Officer, Ministry of Foreign Affairs and Foreign Trade. E-mail: delita.mccallum@mfaft.gov.jm

Simone Mc Culloch, Manager-Policy, Planning, Evaluation and Research, National Environmental Planning Agency. E-mail: smcculloch@nepa.gov.jm

Lyndel Mc Donald, Fair Trading Commission. E-mail: lmcdonald@jftc.com

Christine Mc Ken, Researcher, Bureau of Women's Affairs. E-mail: cmcken@mysc.gov.jm

Christine Mc Lean, Ministry of Labour & Social Security. E-mail: christinemcleanmiss@gmail.com

Latavia Mitchell, Cabinet Office. E-mail: latavia.mitchell@opm.gov.jm

Mendes Mitchell, Ministry of Agriculture and Fisheries. E-mail: mnmitchell@moa.gov.jm

Carl Morgan. Trade Board. E-mail: cmorgan@tradeboard.gov.jm

Kerry-Ann Morris, Research and Documentation Specialist, PSTU. E-mail: kerry-ann.morris@cabinet.gov.jm

Kimberley Morris, Ministry of Agriculture and Fisheries. E-mail: kamorris@moa.gov.jm

Tricia Osborne, Jamaica Foundation for Lifelong Learning. E-mail: tosborne@jfl.gov.jm

Shaine Palmer, Director-Economic and Social Research, Ministry of Labour and Social Security. E-mail: shaineanthony@gmail.com

Megon Palmer-Bartley, Statistician, Cabinet Office. E-mail: palmermegan@hotmail.com

Berris Pitter, Managing Director, Micro-Investment Development Agency. E-mail: berries_pitter@hotmail.com

Leiska Powell, Planning Analyst, ODPEM. E-mail: lpowell@odpem.og.jm

Heather Prendergast, STATIN. E-mail: hpreddergast@ststinja.gov.jm

Sandra Prince, Jamaica Foundation for Lifelong Learning. E-mail: sprince@jfl.gov.jm

Sharon Robinson, Research Coordinator, Bureau of Women's Affairs. E-mail: srobinson@mysc.gov.jm

Grace Scarlett, Social Marketing Manager, PATH/Ministry of Labour and Social Security. E-mail: gscarlett@miss.gov.jm

Pat Sinclair-Mc Calla, CEO, PSTU. E-mail: psty@cabinet.gov.jm

Karen Small, IGDS. E-mail: smallfry72@hotmail.com

Elizabeth Smith, Research Officer, Jamaica Cultural Development Commission. E-mail: elizabeth.snoth@jcdc.gov.jm

Fred Spiring, Statistician, Bureau of Women's Affairs. E-mail: fred.spiring@mymts.net

Arlain Taylor, Manager-Budget and Planning, PICA. E-mail: arlaine.taylor@pica.gov.jm

Chenalle Taylor, Office of the Children's Advocate. E-mail: ctaylor@oca.gov.jm

Calvin Thompson, Ministry of Agriculture and Fisheries. E-mail: jakesthompson@yahoo.com

Romae Thorpe, Statistician, Ministry of Health. E-mail: thorper@moh.gov.jm

Anna Tucker, Disaster Risk Management Specialist, ODPEM. E-mail: atucker@odpem.org.jm

Renee Walcott, Corporate Planner, STATIN. E-mail: rwalcot@statinja.gov.jm

Vivolyn Walker, Human Resource Manager, Social Development Commission. E-mail: walkerv@sd.gov.jm

Jennifer Walker-Brown, Ministry of Finance. E-mail: jennifer.walker-brown@mof.gov.jm

Terry-Ann Wallace, Ministry of Education. E-mail: terryann.wallace@moey.gov.jm

Julian Walters, STATIN. E-mail: jwalters@ststinja.gov.jm

Douglas Webster, Trade Administrator, Trade Board Limited. E-mail: dwebster@tradeboard.gov.jm

Faith Webster, Executive Director, Bureau of Women's Affairs. E-mail: fwebster@mysc.gov.jm

Nicole West-Hayles, Development Communications Specialist, The Way Out Project. E-mail: westandassociates@gmail.com

Nicolette Whyte-Morrison, Strategic Planner, Ministry of Finance. E-mail: nicolette.whyte-morrison@mof.gov.jm

Dave Williams, Senior Policy Analyst, Bureau of Women's Affairs. E-mail: davenoel_25@hotmail.com

Jennifer Williams, Director-Policy and Research, Bureau of Women's Affairs. E-mail: jwilliams@mysc.gov.jm

Julette Wilson, Director, Ministry of Science Technology, Energy and Mining. E-mail: jwilson@mem.gov.jm

Marcia Wright, External Alliance Coordinator, Departments of Correctional Services. E-mail: seatonb27@yahoo.com

Sharifa Wright, Project Manager, Bureau of Women's Affairs. E-mail: sharifa.t.wright@gmail.com

Secretariat

Economic Commission for Latin America and the Caribbean (ECLAC)
Subregional Headquarters for the Caribbean

Sylvan Roberts, Statistician. E-mail: sylvan.roberts@eclac.org

Sheila Stuart, Social Affairs Officer. E-mail: sheila.stuart@eclac.org

Annex II

**National Training Workshop on Capacity Building for Gender Mainstreaming and the Production and Collection of Reliable Disaggregated Data
Kingston, Jamaica
20 – 22 March, 2012**

WORKSHOP EVALUATION

In an effort to assess the effectiveness and impact of this national training workshop, kindly complete the following evaluation form. Your responses will be invaluable in providing feedback on the overall workshop, identifying areas of weakness and help improve the organization of future workshops.

Sex

- Female
 Male

Institution(s) you represent: _____

Title/Position: _____

Substantive content and usefulness of workshop**1. How would you rate the National Training Workshop overall?**

1. Excellent 2. Good 3. Regular 4. Poor 5. Very poor 6. Not sure/no response

2. How would you rate the substantive content of the National Training Workshop?

1. Excellent 2. Good 3. Regular 4. Poor 5. Very poor 6. Not sure/no response

3. Did the National Training Workshop meet your initial expectations?

1. Yes 2. No 3. Not sure / no response

4. How would you improve this National Training Workshop in terms of the subjects addressed (for example, issues you would have liked to address or analyze in greater depth or subjects which were not so important)?

5. How useful did you find the analyses and recommendations formulated at the National Training Workshop for your work?

1. Very useful 2. Useful 3. Regular 4. Not very useful 5. Not useful at all 6. Not sure /no response

6. Did you find the training you received from the National Training Workshop useful for strengthening your capacity for gender mainstreaming and the production and collection of disaggregated data?

1. Very useful 2. Useful 3. Somewhat useful 4. Not useful 5. Not sure/no response

7. How useful did you find the National Training Workshop for engaging in conversations and exchanging experiences with representatives of other institutions?

1. Very useful 2. Useful 3. Regular 4. Not very useful 5. Not useful at all 6. Not sure /no response

Organization of the National Training Workshop

8. How would you rate the organization of the workshop? If you choose “poor” or “very poor” please explain your response so that we can take your opinion into account.

Quality of documents and materials provided	1. Excellent	2. Good	3. Regular	4. Poor	5. Very poor	6. Not sure/No response
Duration of the sessions and time for debate/questions	1. Excellent	2. Good	3. Regular	4. Poor	5. Very poor	6. Not sure/No response
Quality of the infrastructure (room, sound, catering)	1. Excellent	2. Good	3. Regular	4. Poor	5. Very poor	6. Not sure/No response

9. Based on the ratings selected above; please indicate what worked well and what could be improved.

10. Do you have any other comments or suggestions on the organizational aspects of the national training workshop?

11. a. What additional technical cooperation activities in the field of gender, statistics and social development issues would you suggest that ECLAC undertake in the future?

b. Would you like to receive more information about activities or publications by ECLAC in the field of gender, statistics and social development issues?

Yes

No

c. If yes, please provide your e-mail address: _____

Thank you!!

Annex III**Responses to close-ended questions**

Table 1

Sex	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cumulative</i>
				<i>Percent</i>
Female	39	73.6	73.6	73.6
Male	14	26.4	26.4	100.0
Total	53	100.0	100.0	

Table 2

	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cumulative</i>
				<i>Percent</i>
Excellent	14	26.4	26.4	26.4
Good	33	62.3	62.3	88.7
Regular	5	9.4	9.4	98.1
Not sure/no response	1	1.9	1.9	100.0
Total	53	100.0	100.0	

Table 3

How would you rate the substantive content of the national training workshop?

	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cumulative</i>
				<i>Percent</i>
Excellent	12	22.6	22.6	22.6
Good	33	62.3	62.3	84.9
Regular	8	15.1	15.1	100.0
Total	53	100.0	100.0	

Table 4

Did the national workshop meet your initial expectations?

	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cumulative Percent</i>
Yes	35	66.0	66.0	66.0
No	7	13.2	13.2	79.2
Not sure/ no response	11	20.8	20.8	100.0
Total	53	100.0	100.0	

Table 5

How useful did you find the analyses and recommendations formulated at the national training workshop for your work?

	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cumulative Percent</i>
Very useful	11	20.8	20.8	20.8
Useful	34	64.2	64.2	84.9
Regular	6	11.3	11.3	96.2
Not very useful	1	1.9	1.9	98.1
Not sure/ no response	1	1.9	1.9	100.0
Total	53	100.0	100.0	

Table 6

Did you find the training useful for strengthening your capacity for gender mainstreaming and the production and collection of disaggregated data?

	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cumulative Percent</i>
Very useful	17	32.1	32.1	32.1
Useful	26	49.1	49.1	81.1
Somewhat useful	8	15.1	15.1	96.2
Not useful	1	1.9	1.9	98.1
Not sure/no response	1	1.9	1.9	100.0
Total	53	100.0	100.0	

Table 7

How useful did you find the workshop for engaging in conversations and exchanging experiences with representatives of other institutions?

	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cumulative Percent</i>
Very useful	27	50.9	50.9	50.9
Useful	23	43.4	43.4	94.3
Regular	3	5.7	5.7	100.0
Total	53	100.0	100.0	

Table 8

How would you rate the organization of the workshop? - quality of documents and materials provided

	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cumulative Percent</i>
Excellent	8	15.1	15.1	15.1
Good	33	62.3	62.3	77.4
Regular	11	20.8	20.8	98.1
Not sure/ no response	1	1.9	1.9	100.0
Total	53	100.0	100.0	

Table 9

Duration of the sessions and time debate/questions

	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cumulative Percent</i>
Excellent	1	1.9	1.9	1.9
Good	34	64.2	64.2	66.0
Regular	15	28.3	28.3	94.3
Very poor	3	5.7	5.7	100.0
Total	53	100.0	100.0	

Table 10

Quality of infrastructure (room, sound, catering)

	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cumulative Percent</i>
Excellent	10	18.9	18.9	18.9
Good	31	58.5	58.5	77.4
Regular	11	20.8	20.8	98.1
Very poor	1	1.9	1.9	100.0
Total	53	100.0	100.0	

Table 11

Would you like to receive more information about activities or publications by ECLAC in the field of gender, statistics and social development issues?

	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cumulative Percent</i>
No response	4	7.5	7.5	7.5
Yes	47	88.7	88.7	96.2
No	2	3.8	3.8	100.0
Total	53	100.0	100.0	